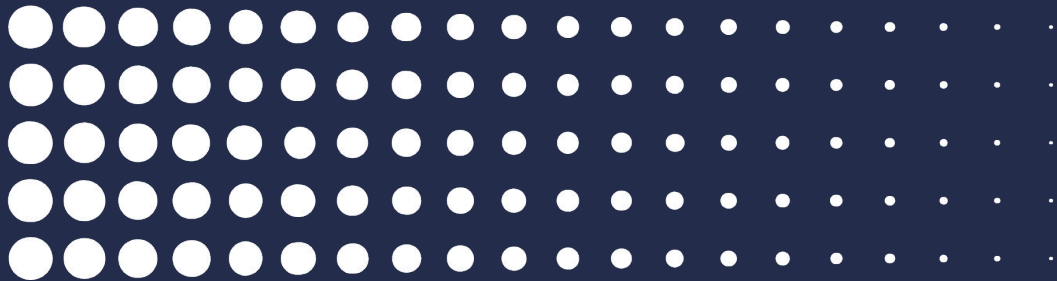




BUDGET PLANNING:

*YOUR VOICE, OUR
SCHOOLS' FUTURE*



**Superintendent's Budget
Roundtable**

October 22, 2024



WELCOME

- Opening Remarks - Dr. Dan Hornick
- Welcome Lisa Frady-Lawhorn, Chief Finance Officer
- Introductions and Icebreaker - Dr. Lori Mueller
 - Name
 - Role/Relationship to the Orange County Public Schools
 - Share from your phone/wallet/purse a photo of someone who inspires you to engage in our work this evening.





FRAMING OUR EVENING



SUCCESSSES

- Absorbed health insurance increases
- 7% pay raise in 2023 - all employees
- 3% pay raise in 2024 - 4% pay raise for teachers
- Enhanced pay scales for the following groups:
 - Speech Pathologists
 - Instructional Assistants
 - Bus Drivers
 - Mechanics
 - Custodians
 - Bookkeepers



SUCCESSSES

- 11 Teaching Positions Divisionwide
- 2 Assistant Principal Positions
- 2 Administrative Assistant Positions
- 1.5 Custodian Positions
- Maintained key positions previously funded by federal grants:
 - 18.5 Special Education Instructional Assistants
 - 4 Student Support Coach Positions
 - 1 Special Education Teacher
 - 1 Technology Support Specialist





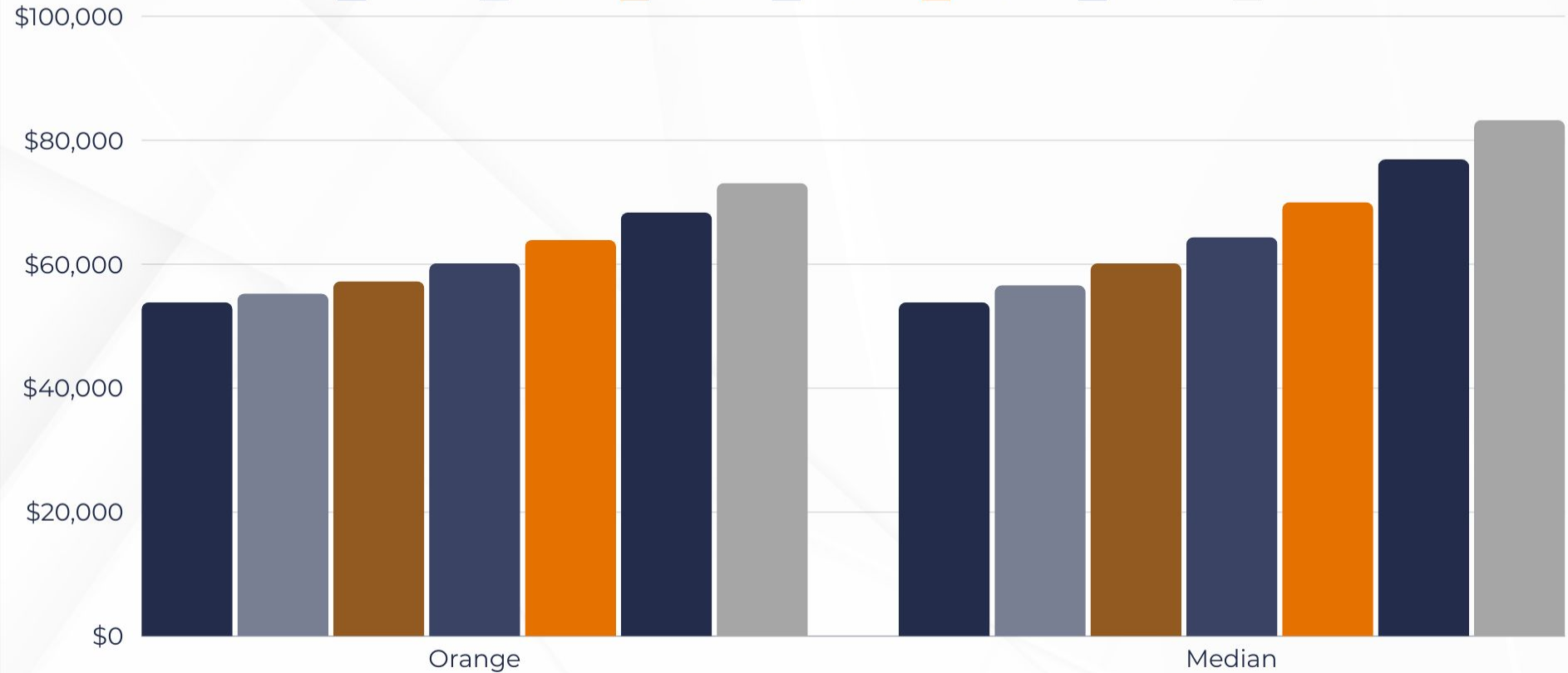
CONTINUED CHALLENGE



2024-25 Teacher Salary Comparison

OCPS vs. Regional Median

Step 0 Step 5 Step 10 Step 15 Step 20 Step 25 Step 30



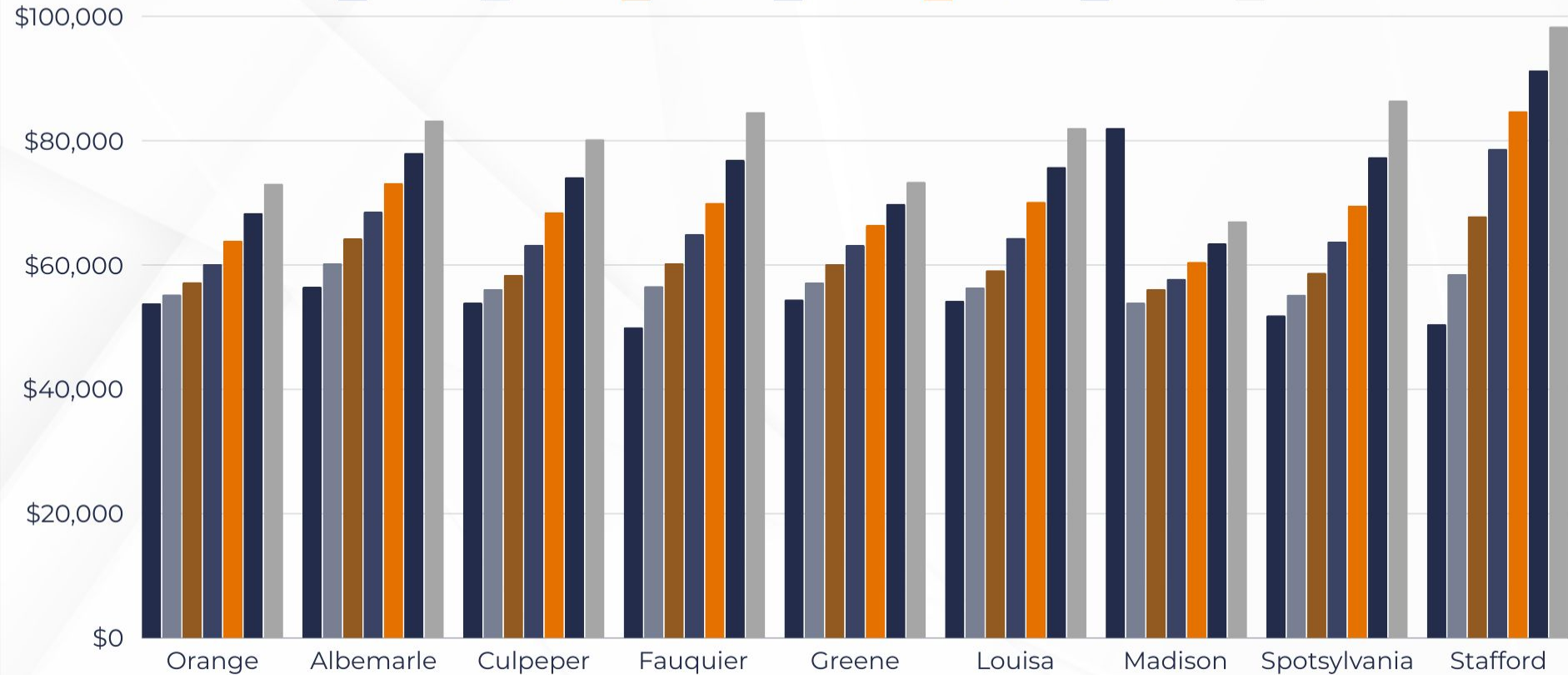
Targets for OCPS Teacher Compensation

Step	OCPS Salary	Median	Difference	Median x 3%	OCPS Target
0	\$53,848	\$53,848	\$0	\$55,463	\$1,615
5	\$55,278	\$56,597	-\$1,319	\$58,295	\$3,017
10	\$57,246	\$60,146	-\$2,900	\$61,950	\$4,704
15	\$60,147	\$64,384	-\$4,237	\$66,316	\$6,169
20	\$63,940	\$69,996	-\$6,056	\$72,096	\$8,156
25	\$68,369	\$76,907	-\$8,538	\$79,214	\$10,845
30	\$73,089	\$83,245	-\$10,156	\$85,742	\$12,653

2024-25 Teacher Salary Comparison

Teacher with a Bachelor's Degree

Step 0 Step 5 Step 10 Step 15 Step 20 Step 25 Step 30





BUDGET OVERVIEW

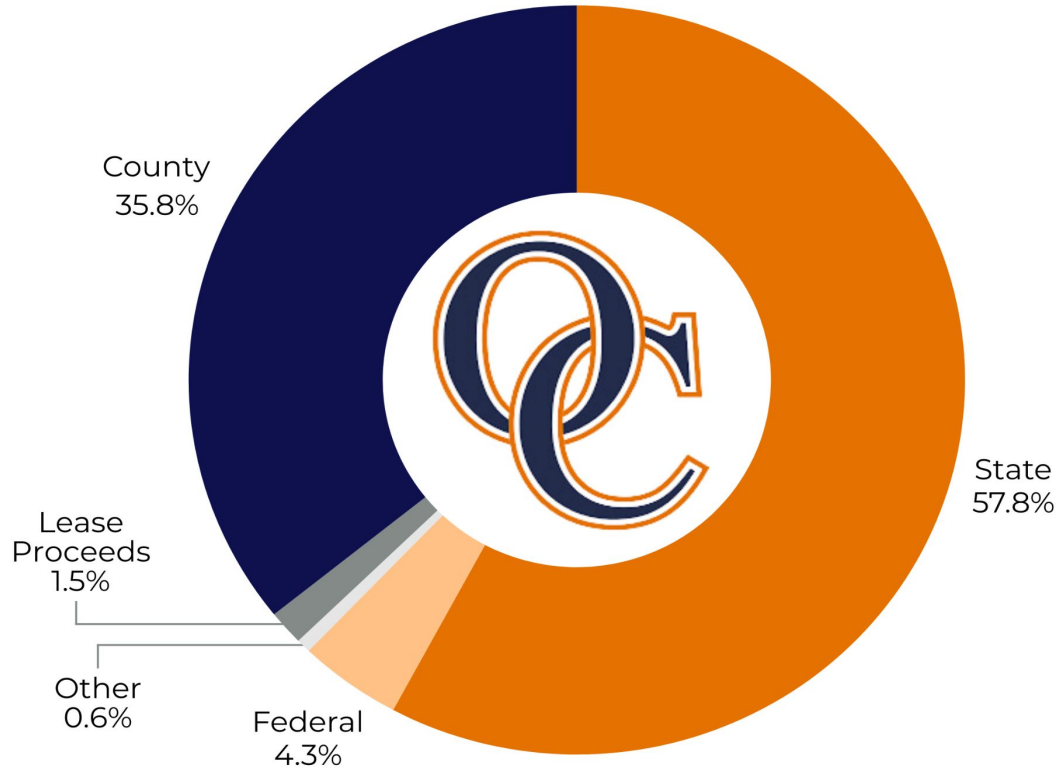


OCPS 2024-25 BUDGET

TOTAL REVENUES

FUND	AMOUNT
State	\$40,244,806
Federal	\$3,008,542
Other	\$407,575
Lease Proceeds	\$1,014,260
County	\$24,873,655
TOTAL	\$69,548,837

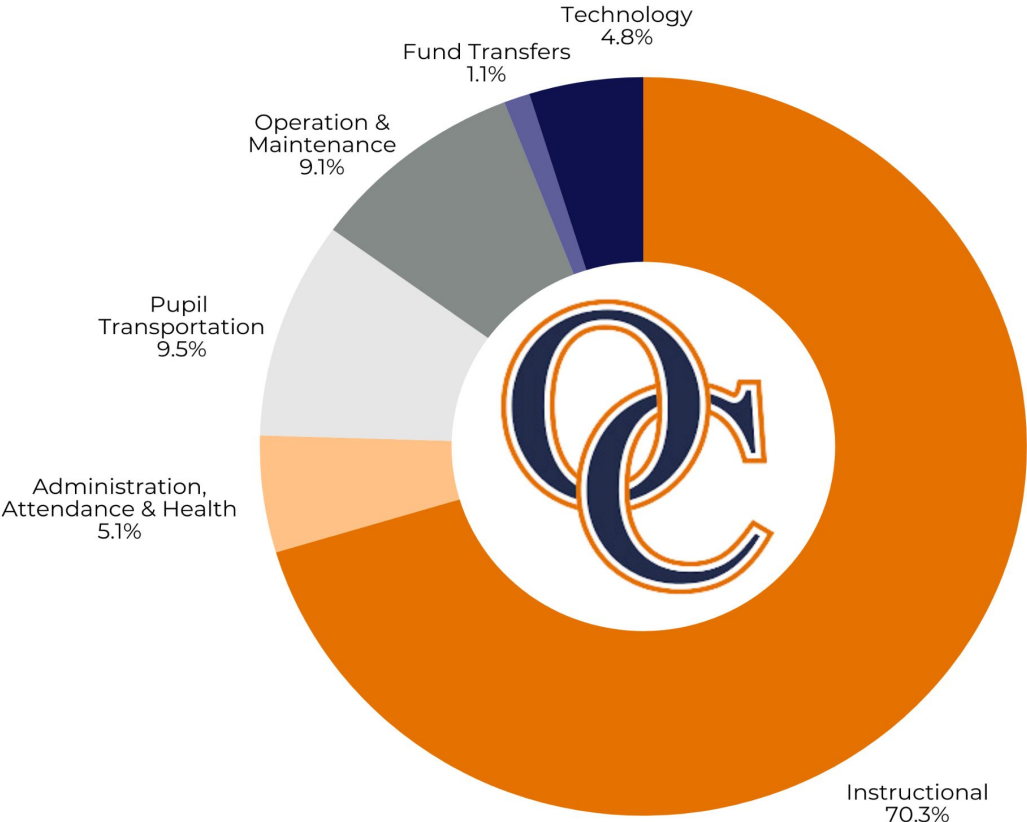
TOTAL REVENUES



TOTAL EXPENSES

CATEGORY	AMOUNT
Instructional	\$48,900,527
Administration, Attendance & Health	\$3,580,982
Pupil Transportation	\$6,621,038
Operation & Maintenance Services	\$6,324,994
Facilities	\$0
Fund Transfers	\$772,261
Technology	\$3,349,035
TOTAL	\$69,548,837

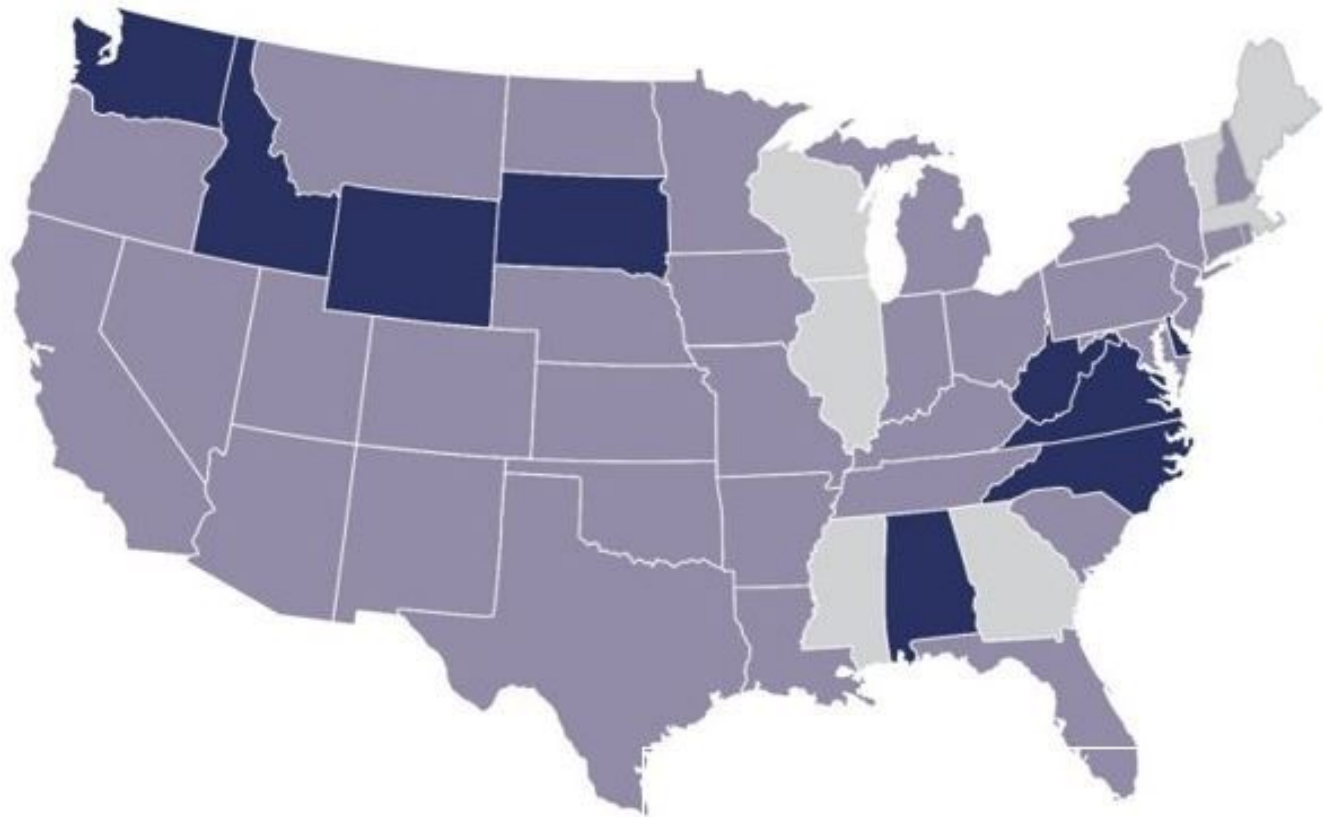
TOTAL EXPENSES








FUNDING SCHOOLS IN VIRGINIA





-  Staffing-based formula
-  Student-based formula
-  Other



State Funding Mechanism



Standards
of Quality
(SOQ)

Local
Composite
Index (LCI)





STANDARDS OF QUALITY (SOQ)

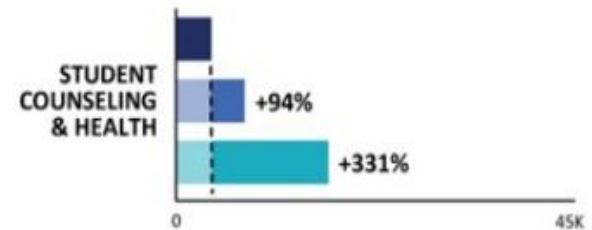
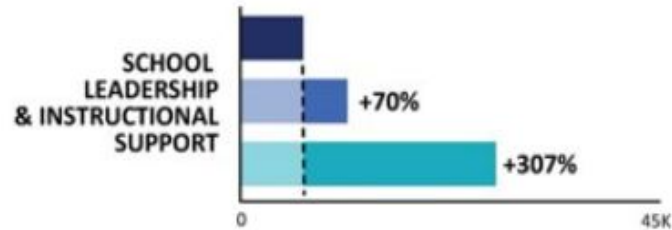
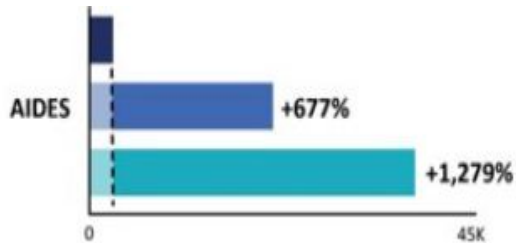
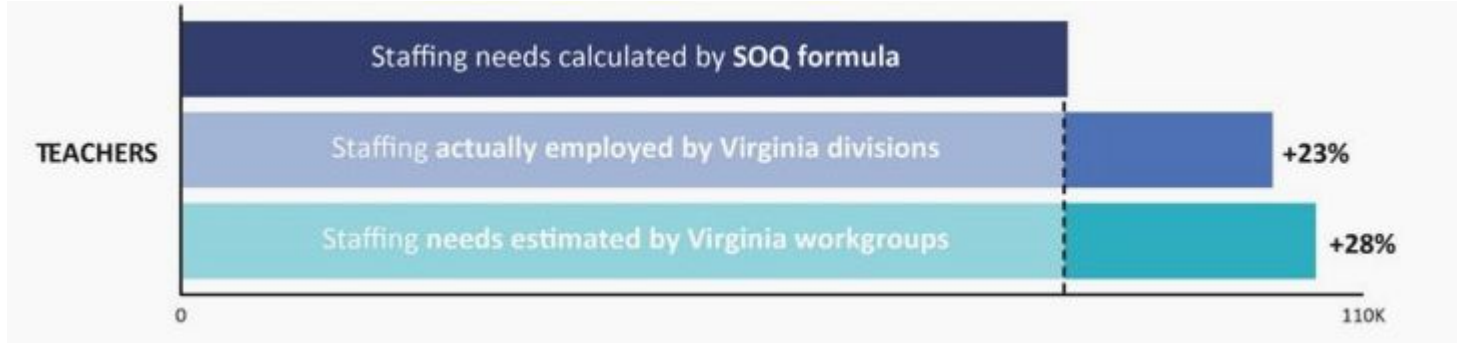


Standards of Quality (SOQ)

- Minimum staffing standards
- No VA school division operates with SOQ positions alone



Joint Legislative Audit and Review Committee (JLARC)





OCPS EXAMPLE



1st Grade Teachers

- SOQ funding for 14.62 teaching positions
- Currently, we have 405 first grade students
- $405/14 = 28.92$ students per class
- $405/15 = 27$ students per class





Problem

- Nobody (teacher, parent, administrator, student) wants to have 27+ first grade students in a classroom
- OCPS receives “class size reduction funds” to maintain appropriate and manageable class sizes (approximately 22 per class)
- We employ 20 first grade teachers in OCPS



OCPS SOQ Staffing Numbers

- 129.84 support positions
- 349.20 instructional positions
- Total of 479.04 SOQ positions
- However, OCPS has 800 employees
- Ultimately, 59.88% of OCPS positions are SOQ funded



State Funding Mechanism

Standards
of Quality
(SOQ)

Local
Composite
Index (LCI)





LOCAL COMPOSITE INDEX (LCI)



Local Composite Index (LCI)

- Measure of each locality's ability to pay for education costs
- Calculation based on 3 factors:
 - True Value of Real Property (weighted 50%)
 - Adjusted Gross Income (weighted 40%)
 - Taxable Retail Sales (weighted 10%)

Higher LCI = Less State Funding Percentage
Lower LCI = More State Funding Percentage





**ORANGE
COUNTY LCI**



Orange County LCI

- 2022-2024 Biennium = .4115
(41.15% of funding from locality)
- 2024-2026 Biennium = .4382
(43.82% of funding from locality)



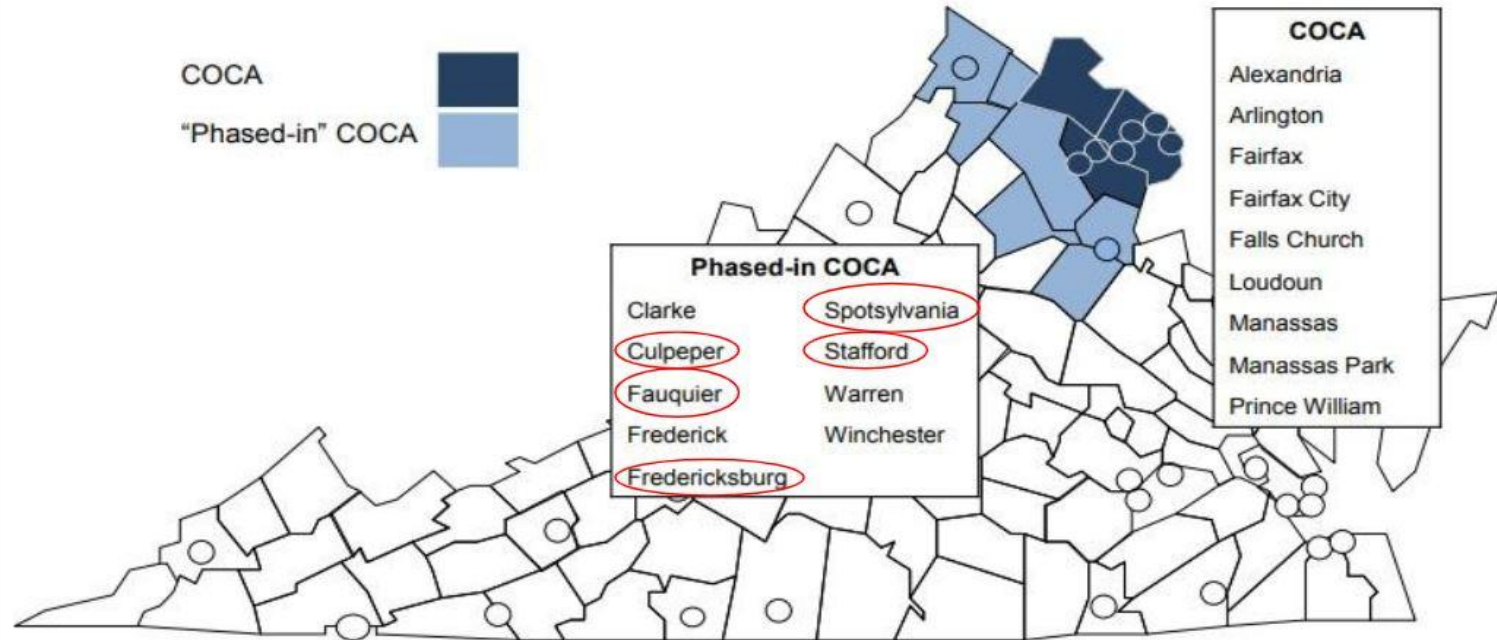
LCI Comparisons

- Orange County = .4382
- Culpeper = .3617
- Spotsylvania = .3702
- Stafford = .3312



Cost of Competing Adjustment

Nine Divisions Receive the COCA and Nine Receive the "Phased-in" COCA



Source: JLARC staff analysis of Appropriations Acts.





Scenario

The Virginia Budget calls for a 5% pay raise for school employes (often rolled out in the media as “teacher” pay raise).







actually



What is the true impact?

- State officials are providing THEIR PORTION of the 5% pay raise for SOQ “instructional” and “support” positions
- “Their Portion” = 56.18% (because our LCI is .4382)
- Reminder: 59.88% of OCPS employees are “SOQ Funded”



Orange County's Responsibility

- Remaining 43.82% of the pay raise for “SOQ” positions
- 100% of the pay raise for the 40.12% of employees who are not “SOQ-Covered” positions
- *Keep in mind that some of our neighboring competing divisions have a lower requirement from the local funding agency AND many receive additional state funding via the COCA*





Priorities

- 1
- 2
- 3





**If You Had A
Million
Dollars...?**



ROUNDTABLE SCENARIO

Your team is leading the operations of the school division.

We just received **an additional \$1M in revenue** to allocate to division needs.



ROUNDTABLE DISCUSSION

- Use the provided simulation cards at your table to prioritize funding with the additional \$1M.
- Please note that **you will not have enough funds to properly fund all of your needs.**




ROUNDTABLE DISCUSSION

Some new funding needs just popped up!

- A new family to our community has a student with severe special education needs. We are required to provide instruction in a self-contained classroom with a special education teacher and paraprofessional. We will need to hire these two staff members and create a space for instruction. The estimated cost is \$140,000.
- The hurricanes in the south are displacing families and their students. We just had 6 new students enroll and they are English Learners requiring specialized language instruction. We will need to hire an additional EL teacher at an anticipated cost of \$85,000.



DISCUSSION

- What did your team prioritize with the \$1M?
 - Explain the rationale or process your team used to prioritize funding.
 - How difficult was this task? Why?
 - Do you have creative solutions for funding our priorities?
- 

LARGE GROUP SHARE OUT

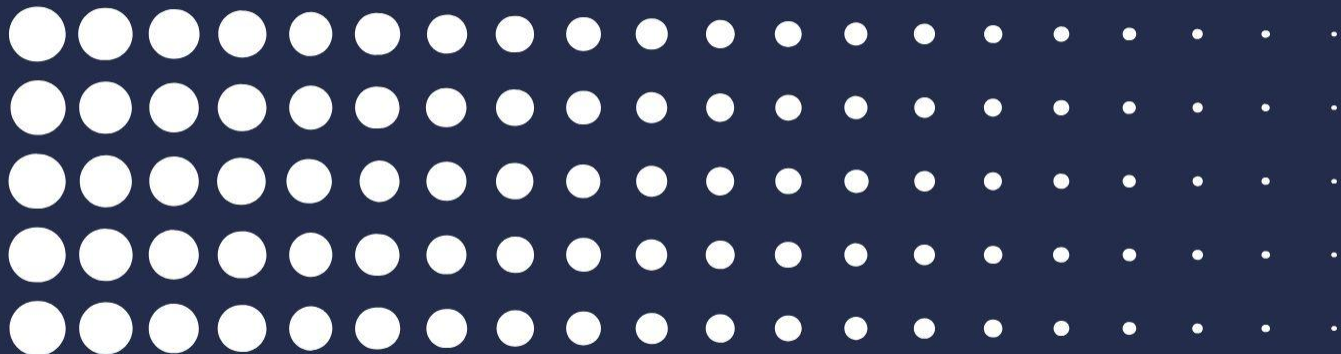




TAKE OUR BUDGET SURVEY!

Scan the QR code or visit
bit.ly/OCPSFY26





Contact Us!

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540-661-4550

Thank
you